

POSITION DESCRIPTION

Job Title: Registered Nurse Division Two **Date:**

Division: Nursing

Location: St Vincents & Mercy Private Hospital

Reports to (Title): Nurse Manager

Approved by: Director of Clinical Operations (Position Holder)

Approved by: (Immediate Supervisor)

OUR MISSION

In the Catholic tradition our mission is to heal the sick and to be compassionate to those in need. We are inspired by the healing ministry of Christ and the values of the Sisters of Mercy and the Sisters of Charity.

OUR VISION

We aspire to be the Victorian private hospital providing the best patient outcomes, high staff satisfaction, and resources to invest in our future.
We are the light to the world. **WE CARE**

OUR CORE VALUES

COMPASSION Accepting people as they are and being present for them in their of need

ACCOUNTABILITY Challenging each other to take responsibility

RESPECT Treating everyone equally and with dignity and justice

EXCELLENCE Providing the best care for our patients

3. JOB PURPOSE

- The Division 2 Registered Nurse is responsible for undertaking patient care related activities under the direction and supervision of a Registered Nurse, Division 1.
- Exercise problem solving and decision-making strategies in relation to the provision of patient care in the acute setting under the supervision of a Registered Nurse, Division 1

4. MODEL OF CLINICAL PRACTICE

- It is expected that the Division 2 Registered Nurse will work within a team.
- The Division 2 Registered Nurse works in collaboration with all members of the health care team, ie: Division 2 trainees, Division 2 graduates and Division 1 registered nurses.

5. MAJOR RESPONSIBILITY AREAS				
IMPORTANCE	MAJOR ACTIONS & SUPPORTING ACTIONS <i>(What you do & how you do it?)</i>		EXPECTED END RESULT <i>(Why you do it?)</i>	WAYS TO MEASURE ACCOMPLISHMENTS <i>(How you can tell you have done it?)</i>
1.	PATIENT CARE Assist patients with activities of daily living to achieve optimal level of independence including social and emotional support consistent with the Team Nursing Model of Care		<ul style="list-style-type: none"> • Optimal patient care, independence and comfort • Care provided is consistent with hospital values • Appropriate discharge planning 	<ul style="list-style-type: none"> • Staff Feedback • Clinical coach feedback • Positive patient feedback
2.	CLINICAL ASSESMENT Demonstrate critical and reflective thinking in assessment, intervention and evaluation of health status		<ul style="list-style-type: none"> • Recognition of normal and abnormal health and functional status 	<ul style="list-style-type: none"> • Patient safety maintained • Health status maximised • Staff feedback • Clinical coach feedback
3.	PATIENT TRANSPORT Transporting of patients between the operating suite and departments within the hospital		<ul style="list-style-type: none"> • Patient safety • Timely transport 	<ul style="list-style-type: none"> • Effective transport times achieved • Patient safety maintained • Staff feedback, QA audits
4.	PROFESSIONAL DEVELOPMENT / COMPETENCIES Undertake education activities to identify nursing issues and trends.		<ul style="list-style-type: none"> • Provide care consistent with hospital values • Ensure evidence based and best practice is achieved 	<ul style="list-style-type: none"> • Attendance documentation • Meet theoretical requirements of program • Core activity competencies achieved dependant upon Unit/Ward requirements
5.	COMMUNICATION. Verbal – reporting includes recognition and reporting variances . Documentation in accordance with hospital policy.		<ul style="list-style-type: none"> • To achieve best clinical outcomes for patients • To ensure effective team development that supports the patient and staff 	<ul style="list-style-type: none"> • Patients and staff kept informed • Clarity of responsibilities & tasks achieved within the team • Communication verbal and non verbal is professional
6.	ADDITIONAL RESPONSIBILITIES		<ul style="list-style-type: none"> • Optimise routine patient 	Achieve core activity

	<p>Organisational policy will govern additional responsibilities and skills in accordance with their educational preparation and in line with hospital policies and Div 2 Guidelines.</p>		<p>care</p>	<p>competence</p>
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6. MAJOR CHALLENGES

- Demonstrated ability to work within a team environment, which includes appropriate time management skills, the ability to recognise and report adverse changes in patient's condition.
- To work cohesively in a team environment.

7. DECISION MAKING AUTHORITY	
DECISIONS EXPECTED	RECOMMENDATIONS EXPECTED
<ul style="list-style-type: none"> Work within scope of practice to achieve competence 	<ul style="list-style-type: none"> Communicate to supervising RN all patient variances.

8. WORKING RELATIONSHIPS	
MOST FREQUENT CONTACTS	NATURE OR PURPOSE
<ul style="list-style-type: none"> Staff and students within the department Nurse Unit Manager Education Consultant Clinical coaches 	<ul style="list-style-type: none"> To identify their Educational and clinical needs and requirements Feedback on progress and direction with patient care Consultation concerning needs and progress Working in collaboration to achieve optimal results in completion of mandatory competencies and clinical skills Consultation concerning needs and progress Working in collaboration to achieve optimal results in completion of mandatory competencies and clinical skills

9. JOB HOLDERS REQUIREMENTS

9.1 Practical/Specialist Skills: e.g. Keyboard, Software Distribution etc.:

- Microsoft Office

9.2 Other Skills or Competencies:

- Mission orientation and beliefs
- Strong communication skills
- Relationship building / interpersonal skills
- Commitment to teamwork
- A high skill level in Medical/Surgical nursing
- An understanding of and commitment to total quality service

10. OTHER INFORMATION

Definitions

Supervision: Direct supervision involves the physical presence of a RN Div 1. Indirect supervision is where a RN Division 1 delegates and is confident of the ability of the Div 2 RN to perform the activity effectively.

Team nursing: A collaborative approach to care for a group of patients whereby the senior R.N provides supervision and allocation of care activities in accordance within scope of practices of nurses under his/her direction.

11. ORGANISATIONAL RELATIONSHIPS

